

DESCRIPTION OF THE COLLEGE

GENERAL INFORMATION		
Course Holder	doc. Ph.D. Maja Kolega	
Name of the College	The Pshychology of Personality and the Organization	
Study program	Professional Graduate Study of Business Management - MBA	
Status of the College	Mandatory	
Code	MBA-POIO-18	
Year	Year 2	
Point value and method of teaching	ECTS Student Workload Coefficient	7
	Number of hours (P+V)	56+28+0

DESCRIPTION OF THE COLLEGE
1.1. <i>Objectives of the course</i>
Purpose and objective of the course: Students will gain a foundational understanding of the theories, concepts of personality psychology, and the methods and procedures of organizational psychology. Competencies: To introduce students to the process of studying behavior in organizations and to enable them to independently plan and execute such processes.
1.2. <i>Requirements for enrolment in the course</i>
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1.3. <i>Expected learning outcomes for the course</i>
Students should be able to: 1. Interpret specific knowledge in the field of personality psychology

2. Analyze the fundamental concepts, approaches and methods used in the psychology of organization and work
3. Propose methods of workplace analysis in order to define work efficiency and identify the causes of negative phenomena in the workplace (fluctuation, absenteeism).
4. Gain personal experience during the application of some selection methods (be a participant/respondent during the educational application of some of the main selection methods)
5. Evaluate the effects of the organization and group on the individual and evaluate methods of solving different work situations.
6. Analyze motives and propose an appropriate theory of employee motivation.

1.4. *The content of the course*

Introduction to the course

1. Introduction to personality psychology

- General determinants of personality
- Personality development
- Personality integration
- Learning and memory, thinking
- Theories of personality

2. Psychology of activity and organization

- Theories of the psychology of the organization
- Planning and execution of organizational psychological testing

3. Work and work process

- Meaning and effect of the work
- Different aspects of work (physiological-psychological, technical-psychological, professional-psychological)
- Personal experience of work and stress (fluctuation, absenteeism)

4. Individual

- Adaptation of man to work (professional orientation and selection)
- Methods of Personality and Choice Diagnosis (Psychometrics, Test Theory)
- Personal development (professional education and training)
- Personal experience of work and stress (fluctuation, absenteeism)

5. Group and man in group

- A man in the organization.

- Formalin and Informal Effects of Organization and Group on the Individual
 - Group norms and group cohesiveness
 - Socio-psychological relations and dynamics of work and work situations (participation, competition, conflict)
 - Leadership and Follow-Up
6. Organization and organizational climate
- Organizational diagnostics
 - Motivation and organization.
 - Motivation models
 - Content and homeostatic models
 - Motif structure
 - Theories of motivation

1.5. *Types of teaching (put X)*

☒ Lectures

☐ Seminars and workshops

☒ Exercises

☐ Distance education

☐ Field Teaching

☐ Independent tasks

☐ Multimedia & Network

☐ Laboratory

☐ mentoring work

☐ other _____

1.6. *Obligations of students*

Student obligations are prescribed in detail by the Statute, the Study Regulations and the Instructions on Student Obligations. The key obligations of students are:

ATTENDANCE AT CLASSES: students are obliged to attend classes, actively follow lectures and exercises and participate constructively in classes, and in order to acquire the right to take the exam, it is necessary to attend classes in the percentages prescribed by the Study Regulations. For each student, their presence in class is recorded through the Infoeduka digital office system. The minimum commitments are;

- *Full-time students must attend at least 70% of the total number of classes to be eligible to sign.*
- *Part-time students need to attend at least 50% of the total number of teaching hours to be eligible to sign.*

EXAM: *in order to achieve a positive grade in a subject, it is necessary to achieve at least 54 points in the subject, but also at least 50% of points for each learning outcome. The method of taking the exam is described in more detail in the item Assessment and evaluation of students' work during classes and at the final exam.*

**FINAL EXAM – a student who has not met the conditions for passing the exam during the continuous examination (has achieved a total of at least 54 points in the course*

and met the lower point threshold for the acquisition of each learning outcome, i.e. at least 50% of the points of each learning outcome), may take the learning outcomes of the course at the final exam.

WRITTEN EXAM: the student is required to take a written exam that verifies the acquisition of advanced specific theoretical and practical knowledge in the field of personality psychology and the basic concepts, approaches and methods used in the psychology of organization and work.

**CONTINUOUS ASSESSMENT OF KNOWLEDGE: For more efficient progress of students in teaching, continuous examinations (2 intermediate exams) are carried out. In this way, students acquire smaller teaching units and master the subject material more easily.*

1.7. Monitoring of student work (add X with the appropriate form of monitoring)

Attendance	x	Teaching activity		Term paper		Experimental work	
Written exam	x	Oral exam		Essay		Research	
Design		Continuous assessment*		Paper		Practical work	
Portfolio							

1.8. Assessment and evaluation of students' work during classes and at the final exam

Assessment and evaluation of students' work during classes and at the final exam is carried out on the basis of the Study Regulations of the EFFECTUS University of Applied Sciences.

Allocation of points according to the forms of student work monitoring:

	Attendance	Written exam	Design	Practical work	Total
I1		16			16

I2		16			16
I3		16			16
I4		16			16
I5		16			16
I6		16			16
OUT OF THE BOX	4				4
TOTAL	4	96	0	0	100

Linking learning outcomes, teaching methods and methods of assessment of knowledge:

FORMS OF TRACKING	NAME OF LEARNING OUTCOMES	TEACHING METHOD	METHOD OF ASSESSMENT KNOWLEDGE	Maximum number of rating points
Written exam	OUTCOME 1 Interpret specific knowledge in the field of personality psychology	Lecture	An exam in the form of an essay on a given topic: essay-type questions are used to test the acquisition of advanced theoretical knowledge in the field of personality psychology and the basic concepts, approaches and methods used in the psychology of organization and work	48
		Asking questions		
		Discussion		
	OUTCOME 2 Analyze the fundamental concepts, approaches and methods used in the psychology of organization and work	Lecture		
		Discussion		
		Open questions		
	OUTCOME 3 Propose methods of workplace analysis in order to define work efficiency and identify the causes of negative phenomena in the workplace (fluctuation, absenteeism).	Lecture		
		Open questions		
		Guided training		
Written exam	OUTCOME 4 Gain personal experience during the application of some selection methods (be a	Guided training	Exam in the form of an essay on a given topic: essay-type questions are used to check the understanding, analysis and application of various analysis and measurement tools	48
		Training and feedback		

	<i>participant/respondent during the educational application of some of the main selection methods)</i>			
	OUTCOME 5 <i>Evaluate the effects of the organization and group on the individual and evaluate methods of solving different work situations.</i>	Lecture		
		Asking questions		
	OUTCOME 6 <i>Analyze motives and propose an appropriate theory of employee motivation</i>	Lecture		
		Discussion		
		Open questions		
Attendance	All outcomes	Lectures and exercises	Attendance records	4
TOTAL POINTS				100

<i>Type of student workload</i>	<i>Hours of student workload</i>	<i>ECTS credits</i>
Attending face-to-face classes	84	2,8
Field trips/visits outside the college	0	0
Independent study/research	30	1,0
Out-of-classroom preparation and preparation of seminars/presentations	0	0
Work on an out-of-classroom project assignment	0	0
Independent preparation for exams and exam time	81	2,7
Consultation activities	15	0,50
Other	0	0
TOTAL ECTS credits	210	7

JUDGING:

In order to achieve a positive grade in the course, the student must cumulatively meet two conditions: achieve a total of at least 54 (fifty-four) points in the course and meet the lower point threshold for the adoption of each individual learning outcome, which is 50% of the total points of the learning outcomes.

Grades are calculated based on the following distribution of points:

<i>NUMBER OF POINTS</i>	<i>RATING</i>
<i>0,00 – 53,90</i>	<i>Insufficient (1)</i>

54,00 – 64,90	Sufficient (2)
65,00 – 79,90	Good (3)
80,00 – 89,90	Very Good (4)
90.00 and more	Excellent (5)

The evaluation is carried out in a transparent manner by collecting points. The course is valued with 100.00 points (with the possibility of achieving an additional 8 points on the Challenge learning outcome).

CHALLENGE LEARNING OUTCOME - the student has the opportunity to earn an additional maximum of 8 points through the Challenge learning outcome; The student independently chooses one of the activities proposed in the first lesson, and has the opportunity to independently propose an activity by which he wants to increase the number of points and, with the consent of the course holder, achieves them according to the criteria of the subject. Points for the Challenge learning outcome are not distributed according to the learning outcomes, but the number achieved is an additional number of points to the total number of points achieved according to the learning outcomes.

Before taking the final written exam, each student must meet the prescribed conditions, which primarily means that they have attended the % of classes determined by the Study Regulations and that they have received an electronically encrypted permission to take the exam.

1.9. Required literature and number of copies in relation to the number of students currently attending classes in the course

Title	Number of copies	Number of students
Miljković, D, Rijavec, M.: Organizational Psychology 2007 D - 2, IEP, Zagreb	5* *students receive compulsory literature in permanent ownership	60

<i>1.10. Supplementary literature</i>		
<i>Randall J. Larsen, David M. Buss 2008 Psychology of Personality, Slap Publishing (selected chapters).</i> <i>Drenth, Pieter Johan Diederik (eds.) ; Thierry, Henk (eds.), Wolff, Charles Johannes de (eds.), Introduction to work and organizational psychology, 2nd ed. Hove (East Sussex) : Psychology, 2002,</i> <i>Arnold, J., Randall, R. et al. (2010). Work psychology: Understanding human behaviour in the workplace, 5th edition. Harlow: Prentice Hall.</i> <i>Mukhinsky, P. (2012). Psychology Applied to Work. Summerfield, NC: Hypergraphic Press.</i> <i>Riggio, R. E. (2013). Introduction to Industrial/Organizational Psychology 6th Edition. Upper Saddle River, NJ: Pearson Education.</i> <i>Robbins, S. P., Judge, T. A., & Campbell, T. T. (2010). Organizational behavior. Harlow, UK:Pearson Education</i>		
<i>1.11. Quality monitoring methods that ensure the acquisition of output knowledge, skills and competences</i>		
<i>analysis of exam results, achieved results, level of understanding and knowledge during exercises, practical tasks and group work,</i> <i>conducting a survey among students,</i> <i>The teacher's evaluation,</i> <i>the achieved results and the level of knowledge presented during the preparation and defense of the final thesis (of students who choose the graduate thesis in this subject),</i> <i>analysis of the reports of the Quality Center and</i> <i>Feedback from students who have already graduated and their employers on the usefulness of the content of this course in the performance of the work they do.</i>		